

**Equal Employment Opportunity Data
Posted
Pursuant to the No Fear Act:
U.S. Fish and Wildlife Service:FWS (and
below)**

For 4th Quarter 2018 for period ending September 30, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Number of Complaints Filed	43	33	23	38	29	16
Number of Complainants	43	31	23	37	29	16
Repeat Filers	0	2	0	1	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	20	16	10	9	9	3
Color	5	4	2	1	1	0
Religion	2	0	3	2	1	0
Reprisal	25	20	16	20	12	10
Sex	16	9	10	15	11	5

PDA	1	1	0	0	0	0
National Origin	4	4	1	4	1	1
Equal Pay Act	0	0	0	0	1	0
Age	11	8	7	8	9	3
Disability	12	10	6	14	15	5
Genetics	0	0	0	0	0	0
Non-EEO	1	1	1	2	2	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	
Appointment/Hire	2	1	1	4	3	0
Assignment of Duties	9	2	5	6	5	1
Awards	0	0	0	1	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	4	3	0	2	2	0
Suspension	2	2	1	2	3	0
Removal	1	0	1	0	3	1
Other	0	0	0	0	0	0
Duty Hours	3	2	1	0	0	0
Perf. Eval./ Appraisal	11	3	4	5	7	1
Examination/Test	0	0	0	0	0	0
Harassment						

Non-Sexual	17	22	15	21	12	12
Sexual	2	1	0	2	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	2	0
Promotion/Non-Selection	6	4	4	5	3	0
Reassignment						
Denied	1	0	0	1	0	0
Directed	0	0	0	1	2	1
Reasonable Accommodation Disability	3	3	1	4	7	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	1	0	1	0	0
Termination	3	2	1	3	2	2
Terms/Conditions of Employment	5	2	3	5	8	0
Time and Attendance	0	1	3	3	1	1
Training	2	0	2	2	0	0
Other						
User Defined - Other 1	1	1	0	0	0	0
User Defined - Other 2	0	1	0	0	0	0
User Defined - Other 3	0	1	0	0	0	0
User Defined - Other 4	0	1	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Complaints pending during fiscal year						
Average number of days in investigation	175.17	200.74	222.57	204.24	175.44	159.00
Average number of days in final action	104.28	152.17	149.64	111.65	55.78	29.88
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	177.80	203.55	183.00	222.50	218.22	140.60
Average number of days in final action	33.56	65.00	167.50	5.33	110.50	3.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	173.29	198.81	238.40	179.89	145.35	220.25
Average number of days in final action	175.00	167.33	145.27	134.43	49.13	40.33
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Total Complaints Dismissed by Agency	3	3	6	2	2	0
Average days pending prior to dismissal	85	111.67	313.33	86.5	107.5	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	2	1	1	2	1

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2018Thru09-30	
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Total complaints from previous Fiscal Years	19	21	19	16	22	18
Total Complainants	19	21	19	16	22	18
Number complaints pending						
Investigation	15	11	5	1	0	0
ROI issued, pending Complainant's action	0	0	1	0	0	0
Hearing	13	15	14	14	21	18
Final Agency Action	4	5	4	1	1	0
Appeal with EEOC Office of Federal Operations	4	11	20	33	6	3
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Pending Complaints Where Investigations Exceed Required Time Frames	22	11	1	1	1	0